

Appendix A: Round II Policy Specification Matrix

This is a summary of specifications for the second round of analyses, which were conducted in late July, 2006. All costs are based on the moderate salary schedule (annual equivalency with elementary teachers' salaries for BA level, less for high school and AA degrees), modified affordability goals, modified eligibility, Family Friend and Neighbor supports, parent support & education, and modified Governance and Implementation. We assume that there will be a phase-in by geographic area (targeted communities or about 25% of the population) –for early education, parenting and Family Friend and Neighbor support.

Staff Mix of Degrees-Centers				
		Level I	Level III	Level V
	Directors	<AA: 30% AA: 35% BA: 25% MA: 10%	<AA: 0% AA: 40% BA: 45% MA: 15%	<AA: 0% AA: 0% BA: 80% MA: 20%
	Lead Teachers	<AA: 65% AA: 10% BA: 25%	<AA: 50% AA: 23% BA: 27%	<AA: 20% AA: 50% BA: 30%
	Assistant Teachers	<AA: 95% AA: 5% BA: 0%	<AA: 90% AA: 10% BA: 0%	<AA: 80% AA: 20% BA: 0%
Staff Mix of Degrees-Family Child Care				
		Level I	Level III	Level V
	Family Child Care Providers and Assistants	<AA: 74% AA: 15% BA: 11%	<AA: 73% AA: 15% BA: 12%	<AA: 70% AA: 17% BA: 13%

Compensation-Centers				
	Starting salary: BA level early learning lead teacher	\$14.65/hr		
	Starting salary: AA level early learning assistant teacher	\$10.99/hr		
	Estimated Avg. Salary Across all Center Staff (varies by QRIS Level)	\$10.22 – 11.97/hr		
Compensation-Family Child Care				
	Same as center equivalents; compensation should reflect QRIS level and education; business expenses at 34% of current market rates			
	Estimate Avg. Salary Across all FCC Providers (varies by QRIS Level)	\$9.87 – 10.82/hr		
Ratios-Centers				
		Level 1	Level III	Level V
	Infants	1:4	1:4	1:4
	Toddlers	1:7	1:6	1:5
	Preschoolers	1:10	1:10	1:9
	One director per center (1:58)			
Ratios-Family Child Care				
	1:6 across all QRIS levels			

Workforce Development	
	<ul style="list-style-type: none"> o Broad average 1 class per person per year; o 40% courses in colleges, 60% in community based training; o Cost per person/per course ranges from \$347 on average for a community college course to \$1407 on average for a four-year college course. Cost for community-based training is estimated to be \$100 per course. o Paid release time: 50 hrs/year o Tuition matched by co-pay depending on educational level. o Scholarships (supplemental expenses) average to be \$176 per course (books, child care, transportation) o Substitutes provided o Institutional subsidy amounts range from 100 - 120% of the direct tuition costs
NON PERSONNEL COSTS	<ul style="list-style-type: none"> • Governance and Implementation: Statewide advisory group, CCR&R, MIS; QRIS grants, external assessment, training infrastructure <ul style="list-style-type: none"> \$40.7 million statewide \$16.2 million¹ in 2007-2008 (15%) \$19.9 million¹ in 2008-2009 (25%) <p>Estimates are clarified in Governance and Implementation narrative.²</p>
Family Friends and Neighbors Support	
	<p>Promising Program Models; (including Play and Learn groups, Materials and resources, and Workshops); Evaluation & infrastructure</p> <ul style="list-style-type: none"> \$4.6 million statewide³ \$0.71 million¹ in 2007-2008 (15%) \$1.2 million¹ in 2008-2009 (25%) <p>Family Friends and Neighbors Rates: Equivalent to Family Child Care Rates minus business expenses of 31%.</p>

¹ Inflation-adjusted

² Estimates by Department of Early Learning and Washington State CCR&R Network.

³ These budget numbers are based on estimated participation and outreach by 2010 and will not reach all Family, Friends, and Neighbors statewide. Estimates by Child Care Resources.

Parent Support								
	Statewide costs of infrastructure, needs assessment, home visiting and parent support \$37.2 million statewide ⁴ . \$6.9 million ⁱ in 2007-2008 (15%) \$10.9 million ⁱ in 2008-2009 (25%) Estimates are clarified in memo on Additional Supports.							
QRIS Participation and Attainment								
	In 2010, 66% centers participating in QRIS system. In 2020, 75% centers participating in QRIS system. In 2010, 60% of family child care homes participating in QRIS system. In 2020, 75% of family child care homes participating in QRIS system.							
		Total #	Not in QRIS	Level I	Level II	Level III	Level IV	Level V
	Centers							
	2010	2,031	34%	13.2%	9.9%	23.1%	13.2%	6.6%
	2020	2,031	25%	0.75%	3%	7.5%	18.75%	45%
	2020	2,031	25%	10%	15%	20%	15%	15%
	Family child care providers							
	2010	6,000	40%	15%	15%	15%	12%	3%
	2020	6,000	25%	7.5%	7.5%	11.25%	18.75%	30%
	2020	6,000	25%	10%	15%	20%	20%	10%

⁴ Estimates provided by Ad Hoc group with staffing and support from United Way King County and Washington Council for the Prevention of Child Abuse and Neglect

Financing options				
QRIS	Rates for providers not participating in QRIS at level 1. Differential quality-based reimbursement rates based on a) differences in costs between levels based on policy specifications.			
	<i>Eligibility:</i> Income cut-off for scholarships – 3.1 FPL (\$62,000 for a family of four in 2006\$) Work/ education requirement for all families <ul style="list-style-type: none"> • All options will use new scholarship participation rate adjusted for who is most likely to participate. • All options include the same criteria for the work cut off as in the baseline run (mother works at least 20 hours a week) • All options involve modified affordability criteria: low income families pay no more than current payments, and upper income families pay no less than current payments. 			
Affordability (for Scholarship portion of Hybrid and Scholarship Only)				
	< 1 FPL	1-2 FPL	2-3 FPL	3-4 FPL
	1%	3%	8%	14%
Options	Work Requirement (20 hours, using care)	Rates	Financing	Income Cut-Off
<i>New Baseline</i>	<i>Already Complete (ROUND I)</i>			
Option 1	Eligible families over 2 FPL only	Moderate	Hybrid (25% Provider Subsidy): Blend scholarships & IS	3.1 FPL
Option 2	All eligible families	Moderate	Hybrid (25% Provider Subsidy): Blend scholarships & IS	3.1 FPL
Option 3	Eligible families over 2 FPL only	Moderate	Scholarships Only (0% Provider Subsidy)	3.1 FPL
Option 4	All eligible families	Moderate	Scholarships Only (0% Provider Subsidy)	3.1 FPL
Option 5	All eligible families	50 th percentile	Scholarships Only (0% Provider Subsidy)	2.8 FPL